

MINUTE ITEM

19. ADMINISTRATIVE AND POLICY MATTERS - FAIR EMPLOYMENT PRACTICES - W.O. 4032.

Upon motion made by Commissioner Cranston, seconded by Commissioner Luevano, and carried unanimously, the following resolution was adopted:

THE POLICY OF THE STATE LANDS COMMISSION HAS BEEN AND IS NONDISCRIMINATION. EVERY EMPLOYEE IN A SUPERVISORY OR HIRING CAPACITY IS EXPECTED TO HIRE AND UPGRADE EMPLOYEES ON THE BASIS OF MERIT, WITHOUT REGARD TO RACE, RELIGION, NATIONAL ORIGIN, ANCESTRY, AGE, OR SEX.

THERE ARE TO BE NO EXCEPTIONS UNDER THE POLICY.

NONDISCRIMINATORY EMPLOYMENT HAS BEEN FOUND TO BE NOT ONLY FAIR AND DECENT, BUT SOUND BUSINESS PRACTICE. EVERY POSITION IN THE STATE LANDS COMMISSION IS TO BE FILLED BY THE BEST CANDIDATE, WHETHER OR NOT PERSONS OF HIS AGE, RACE, ETC. HAVE EVER HELD THE POSITION IN THE PAST.

IT IS THE RESPONSIBILITY OF EVERY SUPERVISOR TO MAKE THE INTENT OF THIS POLICY TRULY OPERATIVE WITH RESPECT TO ALL POSITIONS UNDER HIS SUPERVISION.

Following adoption of the foregoing resolution, Commissioner Cranston requested that a copy be distributed to all employees in the State Lands Division, and also that a copy be posted in a conspicuous, well-lighted place in each office of the Division which is frequented by applicants and employees. Further, that the policy of nondiscrimination be reviewed with all supervisors on the staff, who, in turn, should review the policy with their employees to insure universal understanding.